



UNITED STATES MARINE CORPS

9TH ENGINEER SUPPORT BATTALION
COMBAT LOGISTICS REGIMENT 35
UNIT 38430
FPO AP 96385-8430

IN REPLY REFER TO:

5830

Legal

29 Jan 18

FIRST ENDORSEMENT on [REDACTED] ltr dtd 5 Jan 18

From: [REDACTED] 9th Engineer Support Battalion
To: Commanding General, 3d Marine Logistics Group
Via: [REDACTED] Combat Logistics Regiment 35

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES
SURROUNDING THE NON-COMMISSIONED OFFICER MISCONDUCT IN BULK
FUEL COMPANY

Ref: (a) JAGMAN

1. I have reviewed the subject investigation in its entirety. The findings of facts, opinions, and recommendations of the investigating officer are thorough and complete.
2. I concur with the investigating officer on all recommendations. Cpl Gibson will receive appropriate administrative and legal action.
3. Sexual harassment and fraternization policies are briefed to the Marines of Bulk Fuel Company on a routine basis. The company leadership will continue to reinforce these policies. Additionally, a DEOCS survey has been given to the unit to measure the organizational climate in the command.
4. The point of contact for this is [REDACTED] Battalion Adjutant at DSN (315) 623-4244 or [REDACTED]



UNITED STATES MARINE CORPS
9TH ENGINEER SUPPORT BATTALION
COMBAT LOGISTICS REGIMENT 35
UNIT 38430
FPO AP 96385-8430

IN REPLY REFER TO:

8000

H&S

5 Jan 18

From: [REDACTED] USMC

To: [REDACTED]

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES
SURROUNDING THE NON-COMMISSIONED OFFICER MISCONDUCT IN BULK
FUEL COMPANY

- Encl: (1) Convening Order for Command Investigation
(2) Statement and Interview Summary of [REDACTED]
(3) Statement and Interview Summary of [REDACTED]
(4) Statement and Interview Summary of [REDACTED]
(5) Statement and Interview Summary of [REDACTED]
(6) Statement of [REDACTED]
(7) Statement of [REDACTED]
(8) Statement of [REDACTED]
(9) Interview Summary of [REDACTED]
(10) Statement of [REDACTED]
(11) Statement of [REDACTED]
(12) Statement of [REDACTED]
(13) Statement of [REDACTED]
(14) Article 31 Rights of [REDACTED]
(15) Article 31 Rights of [REDACTED]
(16) Article 31 Rights of Cpl Gibson
(17) Email Regarding Birthdays
(18) Duty Logbook Entry for Barracks 2445 on 20170729
(19) Barracks Duty Roster for July 2017
(20) Pictures of Conversation Between [REDACTED] and Cpl Gibson
(21) Cpl Gibson's BIR

Preliminary Statement

1. All reasonably available evidence was collected or is forthcoming and each directive of the convening authority has been met. This report outlines details surrounding suspected misconduct of Marines in Bulk Fuel Company. The investigation was halted on 27 September 2017 and certain information pertaining to the investigation was given to NCIS to be investigated. The NCIS investigation was closed on 25 October 2017. This investigation resumed on 04 December 2017. This report was centered on misconduct among the Non-Commissioned Officer (NCO) ranks within Bulk Fuel Company. This was first brought to light when [REDACTED] brought up to the chain of command that she didn't feel comfortable deploying with some of the NCOs in Bulk Fuel Company due to past issues at Combined Joint Logistics Over-the-

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FUEL COMPANY

Shore (CJLOTS). The Company Commander held a meeting with all of the females in Bulk Fuel to determine if there was any misconduct. Some of the Marines came forward with information which led to the initiation of this investigation.

Findings of Fact

1. Bulk Fuel Company Commander requested an investigation to determine a source of any NCO misconduct. [encl (10), (11), (12), (13)]
2. Cpl Gibson exercised his Article 31 rights and did not wish to make a statement. [encl (16)]
3. Cpl Gibson was promoted from [REDACTED] to [REDACTED] on 20170401. [encl (21)]
4. [REDACTED] claims that Cpl Gibson spread rumors about her sleeping with [REDACTED] [encl (2)]
5. [REDACTED] claims that her and Cpl Gibson dated from February 2017 to March 2017. [encl (2)]
6. Cpl Gibson sent personal messages to [REDACTED] in June 2017 expressing his feelings towards her. [encl (20)]
7. [REDACTED] claims that Cpl Gibson had "called dibs" on her sometime in February 2017. [encl (3)]
8. [REDACTED] claims that Cpl Gibson setup a deal where Cpl Gibson exchanged \$50 to \$60 for her sister's contact information. [encl (3)]
9. [REDACTED] claims that Cpl Gibson sent her a photo of a male and female "grinding" with the caption "This could be us but I'm in Korea." [encl (3)]
10. [REDACTED] claims that Cpl Gibson sent flirty and inappropriate messages to her over Facebook. [encl (4)]
11. [REDACTED] claims that Cpl Gibson sent a video depicting two individuals grinding on each other with the caption "this could be us but I drank my abs away." [encl (4)]
12. [REDACTED] claims that Cpl Gibson made comments to her in 2016 about her nipples and her butt. [encl (7)]
13. [REDACTED] claims that Cpl Gibson messaged her repeatedly on Facebook Messenger to come to her room and to ask why she didn't find him attractive. [encl (8)]
14. [REDACTED] claims in her statement that she was harassed by NCOs in Bulk Fuel who are no longer here. She would not identify any of the perpetrators when questioned. [encl (5)]

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15. [REDACTED] statement identifies herself, [REDACTED], [REDACTED], and [REDACTED] (Now [REDACTED]) as drinking alcohol on 20170616. All of the Marines were under 20 years old at the time. [encl (2), (17)]
16. Cpl Gibson was on duty on 20170729. [encl (18), (19)]
17. [REDACTED] claims in her statement that Cpl Gibson entered her room without permission and asked for a hug on 20170729. [encl (6)]

Opinions

1. Cpl Gibson violated MLG Policy Letter 7-14 on Fraternization which states in paragraph 3.c.: "Personal relationships between service members which are unduly familiar and do not respect differences in grade or rank constitute fraternization and are prohibited." Additionally his continued efforts to attempt to date Marines junior to him were unduly familiar, inappropriate, and unprofessional. [FF (3), (4), (5), (6), (17)]
2. Cpl Gibson violated the Marine Corps Order 1000.9A Sexual Harassment which states in paragraph 4.c. section (1): Sexual harassment is a form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature..." His continual actions of making remarks sending inappropriate messages, and spreading rumors directly contributed to an intimidating, hostile, and offensive environment. [FF (4), (5), (6), (7), (8), (9), (10), (11), (12), (13), (17)]
3. [REDACTED] would not identify any Marines within the unit who took part in the actions she described. While most of the NCOs who were at the heart of the issue may be gone there is still a possibility that some of the Marines who were perpetrators remain. [REDACTED] may be trying to protect some of the perpetrators. [FF (14)]
4. The main complaints from the females of Bulk Fuel were in regards to Cpl Gibson. He seems to be the main perpetrator. [FF (4), (5), (6), (7), (8), (9), (10), (11), (12), (13), (17)]

Recommendations

1. Offer Corporal Gibson Non Judicial Punishment for violation of article 92 (Fraternization, Sexual Harassment). Keep him separated from Bulk Fuel Company until his rotation date of 20180319.
2. Bulk Fuel should give periods of instruction on the policies for Sexual Harassment and Fraternization. Periods of instruction should be given by officers with an emphasis on what constitutes sexual harassment and fraternization.

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3. [REDACTED] [REDACTED] [REDACTED] and [REDACTED] should be counseled on underage drinking at the platoon level with their counseling's going in their platoon record jackets.
4. Give a command climate survey to Bulk Fuel to identify any underlying and lingering problems.
5. No further investigation is required.

[REDACTED]



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Legal
20 Sep 17

From: [REDACTED]
To: [REDACTED] USMC

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES
SURROUNDING THE NON-COMMISSIONED OFFICER MISCONDUCT IN BULK
FUEL COMPANY

Ref: (a) JAGMAN

1. Per the reference, you are appointed to conduct a Command Investigation into the facts and circumstances surrounding the non-commissioned officer misconduct in Bulk Fuel Company.
2. Upon receipt of this notification, you are directed to report to the Battalion Executive Officer in order to receive guidance pertaining to this inquiry. You are to investigate all facts and circumstances surrounding this matter. Report your finding of facts, opinions, and recommendations in writing to the Commanding Officer by 10 days of the date of this letter unless an extension is granted. Should an extension be required, submit a letter to this command. In particular, your attention is directed to Chapter II of reference (a). You are advised to read the material in its entirety.
3. You are required to seek legal advice from the Deputy Staff Judge Advocate, 3d Marine Logistics Group, during the course of your inquiry at DSN 315-637-2125.
4. Your appointment to this Command Investigation will be your primary duty until complete.
5. The point of contact for this is [REDACTED] at DSN 315-623-4244.

[REDACTED]
Acting

ENCLOSURE(1



UNITED STATES MARINE CORPS

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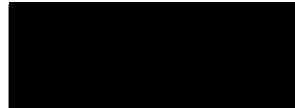
H&S

7 Dec 17

From: [REDACTED] USMC
To: [REDACTED]

Subj: MODIFIED COPY OF LANCE CORPAL DIETRICH'S STATEMENT

1. Due to the NCIS investigation associated with this Command Investigation I have removed sensitive content from [REDACTED] statement.
2. The Battalion Commander will be given a copy of the original statement.
3. Point of contact regarding this matter is [REDACTED] at (315) 623-5012



ENCLOSURE(2)

[REDACTED]

20170925

Since I dropped to Bulk Fuel Company in late February, I have received quite a bit of unwanted attention. The most, however has come from Cpl Gibson. When he was still a [REDACTED] we had dated for a brief time and then broke up before he left for Korea. While we were dating, I frequently hung out with [REDACTED] who, at the time, was TAD to another unit and not a part of my chain of command. We would hang out at the movies or in his room and watch Netflix or spar at the big gym. [REDACTED] was a loner and didn't really talk to anyone other than myself and LCpl (now Cpl) [REDACTED]. Due to him being such an outcast by choice, it started to look very odd that I was constantly hanging out with him. Cpl Gibson started getting very suspicious that I was cheating on him with [REDACTED] and started getting very angry and even at times violent with him whenever he saw me with him. I started to feel less and less comfortable or safe around Cpl Gibson and soon broke it off shortly before he left for Korea. At this point, Cpl Gibson started spreading it around the shop that I was in fact sleeping with [REDACTED] and encouraged the other Corporals to mess with [REDACTED] about it. It got to the point that in a group chat of just the corporals, his nickname was set to be various vulgar things like: [REDACTED] "Personal Vibrator" and "[REDACTED] Play Toy". It started to get so bad that I was starting to get harassed by the other Corporal's who felt I was getting special treatment and they even had started plans to start hazing me if we didn't "end the relationship". The rumors got so bad the even the Sergeants were getting involved and messing with [REDACTED] about it... the only Sergeant that I know of doing this was [REDACTED] [REDACTED] also added to these rumors saying that as [REDACTED] head mate, he could hear us through the walls and that he had even walked in on us doing it. At that point, the rumors flew out the window and it was then believed that I was being "anally rammed" every night by [REDACTED] even when he and I made the decision to stop talking to each other completely for weeks at a time, these rumors kept persisting. It was not until [REDACTED] heard about the plans to start hazing me that he finally had enough and put a stop to it. He wouldn't tell me what he did, however he did tell me that he had dirt on everyone in the shop and that all parties involved in the rumors had been threatened to stop talking about me using said information...

Once [REDACTED] left for the states, things got quiet. Most of the corporals who had been a part of the rumors wouldn't look at me and shortly left for the states after [REDACTED] [REDACTED] left me alone until he returned from Korea where his only reaction to seeing me was to say "Go fuck yourself" every chance he got to the point where I couldn't ask him for advice around the shop or our MOS as a whole. Eventually he started to become more persistent again. On 9 June 2017, at 04:35 he sent me a Facebook message saying he needed me right then. I asked him what was wrong and he sent me two pictures of his sound system completely destroyed. Cpl Gibson wanted to be a musician after the Marine Corps so I understood how important this was to him. He was a Corporal by this time and I was dating [REDACTED] so when he asked me to go to the first deck lounge to talk, I agreed without hesitation to make sure he was ok. Once there we sat down on the floor and he curled into me and told me what happened to his setup. At the end of it, he tried kissing me a few times but I said no and offered to help his roommate and [REDACTED] clean up the mess. By the time we were done cleaning everything up it was probably around 0600 and I crashed on Cpl Gibson's couch. I stayed curled up at the foot of the couch while Cpl Gibson kept trying to get me to lay down and let him spoon me but I continued to refuse. I finally put him to sleep by petting

ENCLOSURE(2

his hair and then I left his room around 0715. He continued to try and get me to come up to his room multiple times for the next two weeks when I repeatedly ignored him and told him I wasn't going to talk to him about what was bothering me. On 13 June 2017 he sent me a long message explaining that he loved me and that he couldn't just be a friend to me and that he could tell I was scared around him and that he was sorry. The next day on 14 June 2017 I was pulled aside into the first deck lounge by [REDACTED] who said that Cpl Gibson had gone to her and told her I was raped before joining the military and that he reminded me of the rapist. He also told her that he was willing to lose rank if it meant being able to be with me. She seemed very concerned and wanted to make sure I was ok. We had a long talk about being strong and making sure you had the right foundation to help you through hard times and he did not discuss it again. Later that day I confronted Cpl Gibson about the incident and we had an hour long discussion about how he cares about me and is worried for me and me explaining to him to leave me alone and not to ruin his career over a girl.

The next day he offered to watch Game of Thrones with me up in his room and I accepted because he said he would be on his best behavior and I had nothing to worry about from him. We got through maybe half an episode and he started pulling me closer to him and kissing my neck. When I tensed up he started shushing me and calling me "baby" and "baby girl" and pulled me onto his lap and started running his hands over me. I finally had enough and ran out of the room.

On 16 June 2017, I was once again hanging out in [REDACTED] room when I broke down and had four hour rant about everything that was bothering me and everything that was stressing me out. Afterwards I went to Cpl Gibson's room to grab [REDACTED] so I could talk to him, but instead I found that [REDACTED] had been drinking some Smirnoff the [REDACTED] and [REDACTED]. Still feeling overwhelmed from my talk with [REDACTED] and knowing that everyone says alcohol makes things better, I asked [REDACTED] for a bottle. I only drank about half a bottle when he asked me why I was so upset. I gave him the bottle telling him I couldn't finish it and started telling him that I was upset about nobody noticing how stressed I was and that is when Cpl Gibson came in and started making a scene about me drinking so I left and went to my room where Cpl Gibson later texted me and yelled at me for what [REDACTED] had said to him after I left about me being stressed.

On 18 June 2017, Cpl Gibson pulled me into the first deck lounge and told me I wasn't allowed to talk to [REDACTED] anymore because he consistently tried to take what belonged to Cpl Gibson. At this point I told him he could shove it up where the sun don't shine, explained to him again that I was not his and left the lounge.

On 26 June 2017, Cpl Gibson sent me a screenshot of a message he'd had with [REDACTED] about me and told me to get him in check before he decided to fight him. I informed him to work it out with [REDACTED] and that I wasn't getting involved.

On 27 June 2017 he once again sent me a very long text basically telling me he doesn't believe that I was just friends with [REDACTED] and that he never will, that we should just avoid each other at the shop all together, keep things professional and that should I want to hang out with him and the guys again, I can and that I should seek mental or spiritual help on my being raped. He also apologized for making me feel uncomfortable and said he would stay away.

Sometime in early August while Cpl Gibson was on duty, my roommate [REDACTED] wasn't feeling well and I stayed up to make sure she was ok. Around 0100 she decided she was feeling a little better and went

ENCLOSURE(2)

up to third deck to hang out with [REDACTED] and [REDACTED] At 0200 Cpl Gibson knocked on my door to make sure no one was in there (People had been coming in and out to make sure Keeton was ok). When he was sure the room was empty he continued to talk to me. Then he looked at me and apologized because he knew I would hate him if he did what he wanted to do. [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] That is the last I have interacted with Cpl Gibson. *DeH* 20170925

20170925

DeH

ENCLOSURE(2)

[REDACTED] Interview

What is your name and rank? [REDACTED]

Why did Cpl Gibson not like you around [REDACTED]? He thought I was cheating on him.

Who were you dating? Cpl Gibson from February to March

Did anyone take any screenshots of the messages? Not that I know of

What did you discuss with [REDACTED] that made Cpl Gibson talk to him on 18 June 2017? Didn't like the idea that I was talking to him

Was he Jealous? He told me that Charters had a tendency to flirt with girls that Cpl Gibson was with.

On June 9th after the sound system incident why did you stay in Cpl Gibsons room? I was really tired and he didn't seem like he was in the right state of mind.

When he tried to kiss you or touch you that was all unwanted correct? Yes

Did you feel uncomfortable while on the couch? Yes

When you were watching game of thrones were you two alone? Yes

How come you agreed to watch it with him even though he didn't treat you well in the past? I wanted to be friends with him still. He said that nothing would happen and he would be my friend so I gave him a chance.

Are you sure that the night he entered your room was early august? Yes... No it could have been late july or early august. It happened after my roommate got back from RA

Do you know what day she got back from RA? No

Do you remember who else was standing duty? No

Are you sure it wasn't late august? No it couldn't have been because my roommate came back from RA.

The night he entered your room did anyone see you two talking? Honestly I don't know.

How many times did he come into your room that night? Twice

Did you see him the second time? No I was asleep but my roommate told me about it in the morning.

Was he welcome in your room that night or was he invited in, in any way? No

Is there anything else that you want to add? He took my phone and messaged an old friend and asked her to talk to me about size. I didn't really know what he meant by that.

About what time was that? August 9th 2017

ENCLOSURE(2

ARTICLE 31 RIGHTS

Name: [REDACTED] Rank/Rate: [REDACTED]

Activity: _____ Unit: 9TH ESB

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: N/A
and that:

- ☐ I have the right to remain silent.
- ☐ Any statements I do make may be used as evidence against me in trial by court-martial.
- ☐ I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both.
- ☐ I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview.
- ☐ I have the right to terminate this interview at any time.

WAIVER OF RIGHTS

[] I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that:

- ☐ I expressly desire to waive my right to remain silent.
- ☐ I expressly desire to make a statement.
- ☐ I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to questioning.
- ☐ I expressly do not desire to have such a lawyer present with me during this interview.
- ☐ This acknowledgment and waiver of rights is made freely and voluntarily by me, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.

[REDACTED]
(M [REDACTED] 20170922
signature/date)

[REDACTED]

20170922

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

ENCLOSURE(2

ARTICLE 31 RIGHTS

Name: [REDACTED] Rank/Rate: [REDACTED]

Activity: _____ Unit: 9TH ESB

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: N/A
and that:

- ☐ I have the right to remain silent.
- ☐ Any statements I do make may be used as evidence against me in trial by court-martial.
- ☐ I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both.
- ☐ I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview.
- ☐ I have the right to terminate this interview at any time.

WAIVER OF RIGHTS

- ☐ I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that:
 - ☐ I expressly desire to waive my right to remain silent.
 - ☐ I expressly desire to make a statement.
 - ☐ I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to questioning.
 - ☐ I expressly do not desire to have such a lawyer present with me during this interview.
 - ☐ This acknowledgment and waiver of rights is made freely and voluntarily by me, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.

[REDACTED] 30726

[REDACTED] 20170926
(Witness signature/date)

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

ENCLOSURE(2)

20170825

When I first arrived to island in February there were males taking dibs on the newest females in the company. [REDACTED] and [REDACTED] told me that [REDACTED] at the time LCpl Gibson, had called dibs on myself. This was during the beginning of February and I didn't hear about it till about two months later when half of Bulk Fuel was at Korea. While Cpl Gibson was in Korea he sent me an innuendo in nature message about "Hanging Out" when he got back. The usual content contained how pretty he thought I looked or he would love to spend time with me. At the time I felt uneasy, but thought he was trying to be friendly too, I changed the subject. It wasn't until he sent myself and another female marine a picture with a girl grinding on a male with the caption, "This could be us but I'm in Korea." After that I refused to answer his messages but didn't block him. When he came back, around April, Cpl Gibson continued to try and talk to me. He was friends with my friends and tended to be everywhere we were, so avoiding him didn't seem like an option to me. Cpl Gibson would make comments about what I was wearing, some more forward than others such as, "Cleveland you look fine in that." Also he would touch my hair every time I passed him, something most everyone does, but he could do it longer than needed. As time passed he talked to me less and less finally getting the message, I think. In May he sent me a message asking me for a favor. The favor was if I could put in a good word about him to my sister whom he has never met. I was disgusted but agreed to it if he paid me \$50; he ended up giving me \$60 and I wasn't giving him change back. I told my sister and she agreed to talk to him for two days. She then proceeded to send me the messages and pictures he sent her. Most of them were cheesy desperate messages and the rest where shirtless pictures of himself. After receiving the money I told him to never talk to me unless it was work related and proceeded to delete his messages towards me and block him on all social media. At first he laughed it off but after I expressed my disgust just by looking at him he understood the message. Even though I cut ties, my discomfort whenever he was near never changed. I can always tell when he looks towards me because of the cringing chill I get and I'm always running past him just in case I would be caught or cornered by Cpl Gibson.

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ENCLOSURE(3)

[REDACTED] interview

What is your name and rank? [REDACTED]

Tell me how you are being treated? Like everyone else.

Are you being treated fairly in your company? no

Are there any instances that you feel were inappropriate? The Corporal Gibson incidents.

What were the Cpl Gibson incidents? Sent inappropriate text to me. And to my sister

What did these consist of? Sent pictures and inappropriate messages.

What was the content? Wasn't sexual? Text me late at night at 2am "what are you doing?" "Laying down." "do you want me to come join you?" "no"

Do you have these messages? I deleted them but I still have the ones he sent my sister.

Can you provide me these pictures? Yes (sending to personal number)

Do you trust your leadership?

Do you trust the NCOs? A Select few.

Have the NCOs ever swept a serious incident under the rug? No

Do you know Cpl Gibson?

How do you know Cpl Gibson?

Is there anyone else in the Company that has treated you this way? No

Is there anything else you would like to say? Paid me to put in a good word with my sister.

How much did he pay you? 60 dollars

Did you agree to the terms? Yes I did I told her she had to talk to him for two days.

Where there any other incidents with Cpl Gibson? No I cut all contact with him

Has he bothered you since? No

How did you cut off communication with him? Blocked him on social media told him not talk to me unless its about work.

Are you being treated fairly in your company? No

In what ways? Kicked off of three MCMAP courses. When it comes to working I am a pretty good worker. I feel like I don't get as recognized. Had to tell a male Marine to get other Marines to listen to me.

So you feel like you're not being respected? Yes

Were there any other interactions with Cpl Gibson? No

ENCLOSURE(3

When did these events take place? When I first got here in February.

When did he stop? About three months ago.

Do you feel comfortable working alongside Cpl Gibson? No

Why? He gives off a weird vibe I wouldn't be alone with him.

Why wouldn't you want to be alone with him? Has been bugging other females with the same tactics.

Bothering a girl who was a lesbian saying "maybe I can change your mind."

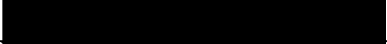
What was the picture he sent you and the other girls? Random picture of a girl "twerking" on a guy saying "this could be us"

It wasn't a picture of himself? No

Is there anything else you would like to say? No

ENCLOSURE(3

ARTICLE 31 RIGHTS

Name:  Rank/Rate: 

Activity: 1391 Unit: 9th ESB

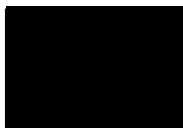
Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: No Offense
and that:

- ☐ I have the right to remain silent.
- ☐ Any statements I do make may be used as evidence against me in trial by court-martial.
- ☐ I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both.
- ☐ I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview.
- ☐ I have the right to terminate this interview at any time.

WAIVER OF RIGHTS

- ☐ I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that:
 - ☐ I expressly desire to waive my right to remain silent.
 - ☐ I expressly desire to make a statement.
 - ☐ I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to questioning.
 - ☐ I expressly do not desire to have such a lawyer present with me during this interview.
 - ☐ This acknowledgment and waiver of rights is made freely and voluntarily by me, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.



(Member signature/date)



(Witness signature/date)

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

ENCLOSURE(3

[REDACTED]

Statement

In the months of March and April of 2017, Corporal Gibson sent flirty and inappropriate messages to me over Facebook Messenger. Initially I did my best to play it off as only friendly. He sent a video depicting two individuals grinding on each other and captioning it, "this could be us but I drank my abs away", and I replied with "and you're not a female so..". Because of that message and the other flirty messages I do not feel comfortable working alongside him. Being that he was a Corporal and I a Lance Corporal at the time he sent that message, I found that to be even more inappropriate. I also have been told of other misconduct by Corporal Gibson to other females of Bulk Fuel Company, the majority being junior Marines.

Between the months of February and June, there were rumors that a handful of the NCOs in 9th ESB Bulk Fuel Company were "placing bets" as to who would have sex with the newest females first. Corporal Gibson was said to have been included in the group of NCOs who were placing bets. While these rumors were never addressed to me in person, other male Marines would tell the female Marines the activity was going on.

[REDACTED]

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[REDACTED]

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ENCLOSURE(4)

Interview

What is your name and rank?

Are there any instances that you feel were inappropriate? Rumors about Cpls making bets about who would sleep with who first.

Do you know if someone said that for a fact? No I haven't heard of that happening.

Do you know Cpl Gibson? I do

Tell me about him? Weirder out by him. Messaged me some weird shit. I played along at first. Sent a video of two people grinding. I told him I wasn't interested.

How did he find out you were gay? I told him

Did he say anything derogatory? No. He was asking me questions to figure out why.

Did he send you any other text messages? Sent me flirty type things.

Did you feel like he was crossing any lines? Yes

What type of text messages was he sending? Flirty

Did he ever say something to the effect of "maybe I can change your mind about being gay?" no I don't think so.

Do you still talk with Cpl Gibson? Only work related issues. I try to avoid him if I can.

Are there any instances where you told him to stop and he didn't? no

Do you have any of the messages he sent you? Yes (getting screen shots)

Do you feel like he ever went a step above flirting? The video seemed like a step above.

He never physically touched you? no

Do you trust your leadership? Yes a package won't get pushed up every once in awhile.

Do you trust your leadership to handle incidents like this? Sort of. The Corporals betting on who they could sleep with.

You said before that was hearsay what makes you think that that was actually happening? Word of mouth. Rumors.

Is there any substantiated evidence? Would anyone know firsthand?

Do you trust the NCOs? Now I trust them. A lot more than when I first got here.

What made you not trust them? The rumors of the betting.

Are you being treated fairly in your company? I am. They treat me like everyone else.

Are you given the same opportunities as the other marines? Yes

ENCLOSURE(4)

Is there anyone in the BN that has treated you unfairly? No

Where there any other incidents with Cpl Gibson that you know of? While he was on duty he kept popping by a girl's room. Cpl Gibson was told to leave the room. He visited the room 3-4 times. Also messages to [REDACTED]

Who was the girl? [REDACTED]

Do you remember if he said anything to them? No

When did these events take place? Not sure maybe between April and August of 2017

Do you feel comfortable working alongside Cpl Gibson? No. No not really especially after the other incidents that happened after mine.

Why wouldn't you want to be alone with him? Has been bugging other females with the same tactics.

Did he send any pictures of himself to you? To anyone else? No, no

Is there anything else you would like to say or add? No not at this time.

Do you feel harassed? No

Or Assaulted? No

Annoyed? Yes definitely annoyed.

ENCLOSURE(4)

ARTICLE 31 RIGHTS

Name: [REDACTED] Rank/Rate: [REDACTED]

Activity: _____ Unit: 9th ESB

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: No offense
and that:

- ☐ [] I have the right to remain silent.
- ☐ [] Any statements I do make may be used as evidence against me in trial by court-martial.
- ☐ [] I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both.
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WAIVER OF RIGHTS

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[REDACTED] 20170920
(Member signature/date)

(Witness signature/date)

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

ENCLOSURE(4)

I am [REDACTED] and the following is my statement for the Bulk Fuel Company investigation.

I have been on island and with Bulk Fuel Company since February of 2017 and since then I have been aware that 9th ESB Bulk Fuel Company has had various problems such as harassment, sexual harassment. The moment I dropped to the company, I felt like a piece of meat. My fellow Corporals instantly had eyes on me. Everyone started being friendly and from that friendly all of a sudden it went to messaging me and inviting me to go out with my NCOs. All the messaging happened through Snapchat which unfortunately I do not have proof of messages because as we all know, Snapchat deletes everything within seconds. But I wondered how my Corporals obtained my Snapchat. One night, I opened up my account and to my surprise almost every single Corporal from Bulk Fuel Company had added me that night. My conclusion ended up being that a Lance Corporal must have talked about me and shown them my account then they obtained my information and added me. I am not sure of this but it is what makes sense the most. Once I saw that the messaging had started, I stepped up and told one of them "I didn't know I could go out with my NCOs?" I am made sure to make the NCO part sound belligerent so they could get the hint that they were doing wrong and to realize it before I got fed up with it. But it continued from the same person to the point that he made a comment – "If I were still a Lance Corporal, you would've defiantly been my girl by now." Those are the type of comments that makes someone unprofessional, especially an NCO, along with making that person feel very uncomfortable. It was more uncomfortable for me because I worked with this man and saw his face everyday at work and just had to reply with "Aye Corporal" when I was instructed to do something until the day he left island. Because I knew that all the Corporals we pretty close, I

ENCLOSURE(5

figured that they all shared the small things they would say to me. That was not the only issue happening with me and the NCOs. After all the messaging and making comments, about April, May, June of 2017 when they all started PCS-ing, a huge "bet" was started. I was unaware of this until about the end of May. The whole "bet" situation was brought to my attention by [REDACTED]

[REDACTED] He was the one that informed me and said that he had heard several Corporals make comments about sleeping with me. I never heard any names specifically but the whole situation continued being talked about. I wanted to find out but it was the last week of the last Corporal that could have been involved when I became angry and wanting to find out everything about this "bet" but I was never able to confront anyone or find out names. After almost every Corporal had PCS-ed, I decided to leave it alone because I did not have any names to really turn in and I did not know whether my story could be valid or not. All of this was done for a moment, or at least I thought so but everything ended up getting worst.

On June of 2017, I won a [REDACTED] Meritorious Board and became a [REDACTED] [REDACTED] I was extremely proud of myself for achieving such accomplishment but little did I know it was going to become my worst nightmare. I can honestly say that if I could give my promotion back, I would defiantly do it. This promotion has caused so many problems. The biggest problem continued with "the bet". During the same month, June of 2017, I was SIQ for a few days due to having my wisdom teeth removed. It was then when I received a call from our company clerk at the time to ask me if I was still on medication, which I said yes to. He said that [REDACTED] was on his way to talk to me about a situation. [REDACTED] arrived to my room and we propped the door open and sat down to talked. He said he was not there because I was in trouble but instead because a letter had been written about me. An anonymous Marine had written a letter and turn it in. [REDACTED] did not let me read the letter, for his reasoning being that the

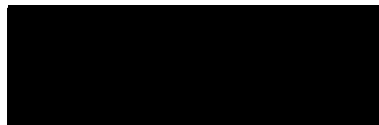
ENCLOSURE(5

comments were too brutal. But a brief description of the letter was that my promotion was "bullshit", I did not earn it. The conflict was that because I knew the Corporals had a "bet" on me, I blacked mailed them and that is how I was able to be put on the board. After this rumors started within company, everyone started giving me a hard time. My own peers started harassing me because of that one person's rumor. Every time I did something, there was always little comments such as "Who's d*** did she suck" or "it's because she's a kiss ass", "maybe the letter is true", "meritorious marines aren't marines." This rumor brought me trouble to every course I went on. I went on a grey belt and green belt course and my peers said it was "bullshit" once again. They would say that I only earned my belts because I am a female. Anything I did was brought back to the "bet", the letter and the rumors of those two. As of September 2017, rumors are now at battalion level. I volunteer at the USO and a few weeks back, a fellow volunteering partner asked me "Have you heard about the [REDACTED] that black mailed her NCOs because they had a bet to sleep with her and got on a meritorious board because of them?" I knew he did not know this rumor was about me but I told him I did not know so he could leave me alone. Another one of my peers, [REDACTED] does not live in barracks 2245 like the rest of Bulk Fuel Company does. He lives in barracks 2327, a few blocks away. He too came up to me and said "Hey Sauce, I heard someone talking about you at my barracks. It was about the rumor of you black mailing the Corporals." It is almost everyday that I still get something about the trouble that the Corporals caused and left behind.

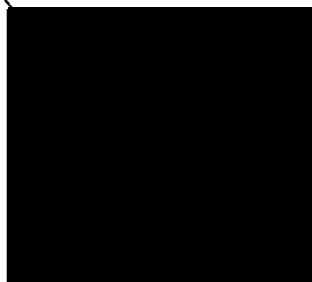
I am not writing this statement to punish anyone since they are past incidents; I am writing this and being part of this investigation so the outcome of this can be to fix Bulk Fuel Company. I do not want it to repeat or for it to happen to any other female that may come in the future. I have had several melt downs because of these situations. Stuff like this can really impact

ENCLOSURE(5)

someone, from being pointed out all the time or from getting attacked verbally to getting hitting on by NCOs and feeling uncomfortable. I became a Marine for many reasons but I did not become a Marine to be a sexual harassment or harassment victim in general. Especially when I know that the United States Marine Corps has ZERO tolerance for any of these incidents.



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ENCLOSURE(5)

[REDACTED] interview

What is your name and rank? [REDACTED]

Was there ever a point in time when the NCOs were betting on who they could sleep with? Yes Sir

When was that and who was involved? About two or three months ago. All of the Corporals that recently PCS'd

Are there any still here? No.

Do you know for a fact that this was happening or was it through word of mouth? I thought it was a rumor at first. And then there was a bet there was a bet. Turns out the bet was on me.

How did you find that out? I was on a greenbelt course. With other Marines. Another [REDACTED] told me that there was a bet going on. "I don't know if there were other females included but it's on you."

Who told you that? [REDACTED] then the whole company started talking about it. (meaning the [REDACTED])

Did any harassment come from that? The Corporals would hit on the new drops. They would always invite me out on the weekends. When I walked into my company I felt like a walking piece of meat.

Do you have names of those involved? All of them PCS'd

Who are they? I have messages left over from them constantly sending them to me.

-I went to the range and a coach found me on facebook and started messaging me.

What is his name? [REDACTED] Don't know unit or his first name.

Also during Grey/Green belt course [REDACTED] talked to me about how he didn't like other [REDACTED] talking to Junior Marines. He was asking me personal questions. I think he was either with 1/3 or 2/3

Were there any of previous Corporals that sent you messages? They all added me on snapchat.

But you don't have any of those messages? No. Snapchat automatically deletes all messages.

Do you know Cpl Gibson? I do

Are there any instances with him that you feel were inappropriate? I can honestly say that he's one of the few Corporals that hasn't tried anything with me

What have you heard about him? I'm really close with [REDACTED] and she came to me one day. She said "can you believe the Corporal Gibson is messaging me. A few days later why would he try to get with me if I'm gay." I'm to a point where I'm uncomfortable. I can't believe that he did that. He's made comments to [REDACTED] She doesn't feel comfortable at all.

Which females have complained about him? [REDACTED]

All [REDACTED] Yes

ENCLOSURE(5

Do you trust the NCOs? At the Corporal Level, no. I feel like most of the time they are not even at the shop. I feel like word is never passed up

Do you have a specific incident? Recently with Hurricane Irma in Texas my house got flooded. I couldn't talk with my parents for two days. My cousin contacted me. I woke up the next morning and my cousin called me again to tell me that my parents were fine. We formed up to go to work and I told my corporal to run up my situation and if I could take ELeave. He said that he was going to run it up. I tried to keep myself in the loop. Then at the end of the day another corporal told me to go see the chaplain. I went and talked to the FRO. The FRO talked to the chain of command. What do our NCOs do if they don't send things up.

Are you given the same opportunities as the other marines? Yes

Is there anyone in the BN that has treated you unfairly? I don't know if unfairly but the rumors continue. After they came up with the bet. After that I was able to get on a meritorious board. I guess some people didn't like it. Some people called it different things. If I could get that promotion back I would. After the promotion I got my wisdom teeth out and I was SIQ. Someone wrote an anonymous letter to the platoon that I didn't win my promotion I won it because I blackmailed the Corporals because of the bet. Recently I went to the USO. One of the guys said "hey did you hear that a PFC from bulk fuel blackmailed the Corporals to get promoted." Another guy [REDACTED] "there are people at my barracks talking about you, people are talking about a [REDACTED] the Corporals to get promoted" I think everyone in the Battalion knows.

Did you have any interaction with the Corporals prior to your promotion? No

Are there any NCOs who have continued on with the idea that you blackmailed? I don't think so.

If I gave you names would you be able to pick anyone out? It was always a group of Corporals and it was hearsay.

Do you still feel harassed? At times yes because that rumor has brought so much trouble. People say oh she got a promotion because she's a female or she slept with people. I'm not even that type of female my parents raised me better than that

Is there anything else you would like to say or add? Not that I can think of right now.

ENCLOSURE(5)

ARTICLE 31 RIGHTS

Name: [REDACTED] Rank/Rate: [REDACTED]

Activity: _____ Unit: 9th ESB

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: N/A
and that:

- ☐ I have the right to remain silent.
Any statements I do make may be used as evidence against me in trial by court-martial.
- ☐ I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both.
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[REDACTED]

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[REDACTED]

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

ENCLOSURE(5)

[REDACTED]

On mid-July to early August, I went outside to the smoke pit in the front of the barracks around 0400 to go out and smoke and look at the stars. Cpl Gibson was on duty that night and came out as well. We were just talking just to talk and nothing was said that was bad so I didn't feel uncomfortable or anything. Later on I told him I was going in to go to bed and he said "okay have a goodnight". I walked into my room, my room was pitch black because my roommate, [REDACTED] was asleep and I almost got to my bed when I heard that my door hadn't closed yet which I thought was strange. I then heard footsteps walk up to my bed and it was Cpl Gibson. He walked up to my bed and asked for a hug for helping me tonight. When I asked him how he had helped me and he had said by talking to me. I told him no and to please get out of my room. He continued to ask me for a hug and when he did he asked for a ten second long hug. I continued to tell him no and to get out of my room and leave me alone so I can go to sleep. After five minutes of me repeatedly telling him to leave, he finally left. [REDACTED] 201709

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ENCLOSURE(6)

ARTICLE 31 RIGHTS

Name: [REDACTED] Rank/Rate: [REDACTED]

Activity: _____ Unit: 9th ESB

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: N/A
and that:

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[REDACTED]
(Member signature/date)

[REDACTED]
(Witness signature/date)

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

ENCLOSURE(6)

[REDACTED]

Statement Regarding Misconduct in Bulk Fuel Company 25 September 2017

I reported to 9th Engineer Support Battalion in May of 2016. During the summer of 2016, all of the Marines in Bulk Fuel Company, who occupied the Barracks, were called into the 3rd Deck Lounge of Barracks 2445 early in the morning for accountability. I do not recall the exact date and time that this occurred. But about a day later, I was in the hallway of Barracks 2445, when at the time LCpl Gibson approached me. We talked for a little. Then, he made a comment about the events of the previous day. He said my nipples were hard and insinuated that I must have been sexually aroused by some of the NCOs in the lounge. I was taken aback by the comment. I didn't say much of anything because it made me so uncomfortable and I was shocked that someone would say that to me. After this, he texted me here and there. I did my best to keep our communication at a minimum. He did not say anything inappropriate in those messages.

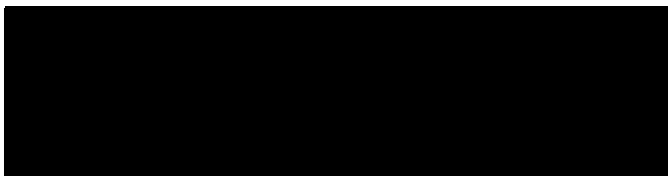
In preparation for January 2016 Company FEX in the CTA, Marines from my Company did a dry set up of our fuel site on the parade deck. I do not recall the exact date and time this occurred. I believe it was in the late summer or fall timeframe of 2016. During that day, LCpl Gibson told me that he wanted to tell me something. I asked him what, thinking it was work related. He said he didn't want to say it at that time. At some point, we ended up walking in the same direction. During that conversation, he told me that he noticed that I had a "cute butt". Again, I felt uncomfortable. But, I didn't really say anything to him because I was surprised that he thought that was appropriate. I walked away from him as soon as I could. I just wanted to work and execute the mission. I felt like it was entirely unprofessional. He sent me a few text messages after that. During that exchange, I told him that things he had said made me feel uncomfortable.

After that, we didn't have many interactions for a while. I do not recall the exact date and time this event occurred. But, it was in the days leading up to our departure for CJLOTS 17 in March. LCpl Gibson knocked on my door after work. He wanted to talk. I didn't let him in my room. We talked for a little and I had a feeling that I should get out of the situation. So, I told him I had some things to do before we left for Korea. I went to go talk to one of my Corporals about some final preparations. When I walked back to my room, I noticed he was still in the hallway. I got to my room as quickly as I could without drawing attention to myself and closed the door. He knocked. I opened the. He wanted to talk more. I didn't want to be rude. But, I felt like I should take some precautions. I didn't let him in my room and I put the door between him and myself. As he talked more, I slowly backed farther from the doorframe and more into my room. He kept saying to the extent of, he didn't know if he should do something and how he sometimes makes decisions without considering how it affects others. I asked him what about the other person or people involved. He said he normally deals with that after. I asked him what he was going to do. He said he was going to kiss me. I told him that I would not have been alright with that.

I kept my distance from him as best I could. He was promoted to the rank of Cpl while we were in Korea. When I returned to Korea in April, I told [REDACTED] what happened. I had not discussed anything about what had happened prior to this with anyone aside from my sister, who is not associated with any DoD entity. [REDACTED] told some of my Corporals after that. They told me that they were

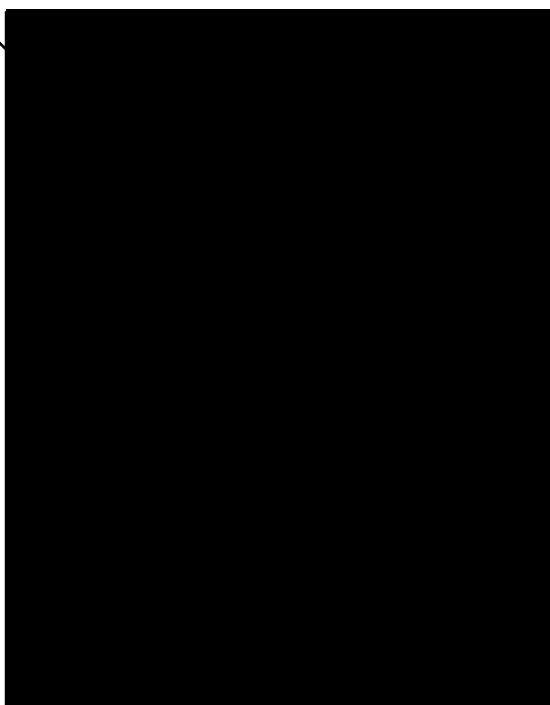
ENCLOSURE(7)

going to make sure that it was brought up and taken care of. I talked to [REDACTED] about what happened. After that, I didn't have any other issues with Cpl Gibson. I continue to keep my distance from him.



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ENCLOSURE(7)

ARTICLE 31 RIGHTS

Name: [REDACTED] Rank/Rate: [REDACTED]

Activity: _____ Unit: 9TH ESB

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: NIA
and that:

- ☐ I have the right to remain silent.
- ☐ Any statements I do make may be used as evidence against me in trial by court-martial.
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[REDACTED]
(member signature/date)

[REDACTED]

20170922

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

ENCLOSURE(7)

[REDACTED]

When I first came to the company in October 2016, now Cpl Gibson would continually message me through Facebook and Facebook messenger asking to come to my room even though I denied and told him to stop. He would continually message me why I didn't find him attractive and why I wanted him to stop and leave me alone, prying also at my personal life even though I continually had told him to stop. From that point on I deleted him off Facebook and messenger.

Prior to Korea in March, he would say inappropriate comments ever so often that made me feel uncomfortable in general and especially after I had heard what he was saying and doing to other females. He would say things such as, oh you look real good with your hair wet while he eyed me up and down and say things like, your butt looks good in those jeans today.

My major concern is, yes I personally feel uncomfortable around him but its for the females around me who may have just got on island or came to the company and may be scared to say anything especially since he has NCO rank now. I know he has said inappropriate things to other females not only in this company but the battalion as well and it is extremely unprofessional and inappropriate, and uncomfortable.

ENCLOSURE(8)

ARTICLE 31 RIGHTS

Name: [REDACTED]

Rank/Rate: [REDACTED]

Activity: _____

Unit: 9ESB BULK FUEL

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: N/A
and that:

☐ I have the right to remain silent.

☐ Any statements I do make may be used as evidence against me in trial by court-martial.

☐ I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both.

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[REDACTED] 20170922
(Member signature/date)

[REDACTED] 20170922

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

ENCLOSURE(8)

I am [REDACTED] I have been assigned as the investigating officer.

What is your name and rank? [REDACTED]

Have you ever had a problem with Cpl Gibson? He and we but heads. When I first got here he was a lance and we were friends.

Around 26 June 2017 what was your conversation with him regarding [REDACTED]? She and I were going through a breakup. He was kind of supporting me through it. Things got heated between he and I.

Do you have that conversation saved? No and my phone doesn't work without Wifi

Would you be able to get it if you had wifi? Maybe

What was the timeframe that you dated [REDACTED] Just a week 4th of July 96.

Are you sure? I'm positive

Are there any text messages that show when you started dated? No not when we started.

How about when you broke up? No

Is there anybody in the Company that starts rumors about women? Not to my knowledge. I hear some things but I don't really pay attention to any of them.

Are you currently dating anyone in the company? [REDACTED] and I have gotten back together.

Is there any bad blood from that? Between her and I no.

What about Cpl Gibson? It doesn't seem like it has bothered him.

He hasn't said anything about it? No Sir he is a Cpl and I am a PFC so we don't really talk about it outside of work.

Has anybody else said anything about your relationship? Nothing negative. People make jokes every once in awhile.

Do you have anything else that you want to add? No sir

When you say things got heated what did you mean? He was the one that helped me and [REDACTED] get together. When he found out that we split up he got upset and I got upset.

Did your disagreement get physical? No

All verbal? Yes Sir.

ENCLOSURE(9

ARTICLE 31 RIGHTS

Name: [REDACTED] Rank/Rate: [REDACTED]

Activity: _____ Unit: 9th ESB

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: N/A
and that:

- ☐ I have the right to remain silent.
Any statements I do make may be used as evidence against me in trial by court-martial.
- ☐ I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both.
- ☐ I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview.
- ☐ I have the right to terminate this interview at any time.

WAIVER OF RIGHTS

- ☐ I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that:
 - ☐ I expressly desire to waive my right to remain silent.
 - ☐ I expressly desire to make a statement.
 - ☐ I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to questioning.
 - ☐ I expressly do not desire to have such a lawyer present with me during this interview.
 - ☐ This acknowledgment and waiver of rights is made freely and voluntarily by me, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.

[REDACTED]

[REDACTED]

(Witness signature/date)

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

ENCLOSURE(9)

On or around 14 September I was approached by [REDACTED] in regards to [REDACTED] deploying with 1st platoon to South Korea. She had informed me that she didn't feel comfortable deploying with some of the Non-Commissioned Officers in the platoon. I asked her in what way did she feel uncomfortable and with who. She stated that there had been some harassment from Cpl Gibson, Jason while deployed in support of Combined Joint Logistics Over the Sea (CJLOTS). She also stated that there were more incidents than just with her, and brought up that [REDACTED] also had the same issues during that time. I was informed by both Marines that they had received verbal harassment as well as through text messages. I then called [REDACTED] and informed him of the situation. We then determined that we would call the Marines into the Company Office in the morning and discuss the incidents, and take the appropriate action.

[REDACTED]

ENCLOSURE(10)

I do not remember who brought the possible NCO misconduct to my attention. However, as soon as I was notified, I let the Company Commander, [REDACTED] know about the situation that we had within our company. We decided that bringing all of the female Marines into the company office and creating an environment where they could speak freely about the misconduct was the best course of action. While speaking to the Marines, seven out of nine stated that NCO's had made inappropriate comments/gestures towards them since joining the company. The complaints were primarily against Cpl Gibson, who was a squad leader within the company. At that point, the [REDACTED] and I notified the battalion leadership in order to begin an investigation into the allegations of NCO misconduct.

This statement pertaining to the NCO misconduct within Bulk Fuel Company is given voluntarily by [REDACTED] on 20171207.

[REDACTED]

ENCLOSURE(11)



UNITED STATES MARINE CORPS

9TH ENGINEER SUPPORT BATTALION

COMBAT LOGISTICS REGIMENT 35

UNIT 38430

FPO AP 96604-8430

IN REPLY REFER TO:

1000

BFCO

5 Dec 17

From: [REDACTED] Platoon [REDACTED] Bulk Fuel Company
To: Investigating Officer

Subj: STATEMENT REGARDING INVESTIGATION OF NONCOMMISSIONED OFFICER (NCO)
MISCONDUCT IN BULK FUEL COMPANY

1. On or about 11 September 2017, it was brought to the attention of Bulk Fuel Company leadership that there was a possibility of NCO misconduct within Bulk Fuel Company. During planning and preparation of Korean Marine Exchange Program 18.1 / Winter Work Horse 17, a female marine who was slated to participate in the exercise had raised concerns that she did not trust working with a certain NCO from First Platoon. [REDACTED] the company commander of Bulk Fuel Company at the time, held a gathering of all female marines in the company to determine the climate within the company. It was at this time, seven female marines had come forward alleging misconduct of at least one NCO in the company. Upon further investigation, it was found that the female marines did not feel comfortable in the company and the Battalion Commander was notified. An investigation into the conduct of these NCOs was launched.

2. Point of contact regarding this statement is [REDACTED] at 623-7109.

ENCLOSURE(12)

Voluntary statement: NCO misconduct Bulk Fuel Company

[REDACTED] (315)623-4987

On or about 7 September, [REDACTED] Bulk Fuel Company [REDACTED] told me that Staff Sergeant Morrison, Maintenance Platoon SNOIC, had been approached by [REDACTED] who explained to him that she felt uncomfortable with an upcoming deployment because of Cpl Gibson. [REDACTED] and I then asked [REDACTED] and [REDACTED] a fellow female Marine who had also mentioned that she was uncomfortable with Cpl Gibson, what they meant. They both proceeded to explain that on several occasions, Cpl Gibson had harassed them, and most of the females of Bulk Fuel Company. At this point [REDACTED] and I pulled in all the females for a talk IOT see what was going on and if they felt threatened by Cpl Gibson's presence at that time. Several females explained that they had experienced harassing types of behavior from Cpl Gibson and that he usually targeted new females in the company. Following this discussion I notified the Battalion Commander of the possible NCO misconduct occurring within the company. [REDACTED] and I notified the EO for the battalion who in turn came to the company to make himself available for the Marines.

[REDACTED]

ENCLOSURE(13

ARTICLE 31 RIGHTS

Name: [REDACTED] Rank/Rate: [REDACTED]

Activity: _____ Unit: 9th ESB

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: N/A
and that:

[REDACTED] I have the right to remain silent.

[REDACTED] Any statements I do make may be used as evidence against me in trial by court-martial.

[REDACTED] I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both.

[REDACTED] I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview.

[REDACTED] I have the right to terminate this interview at any time.

WAIVER OF RIGHTS

[REDACTED] I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that:

[REDACTED] I expressly desire to waive my right to remain silent.

[REDACTED] I expressly desire to make a statement.

[REDACTED] I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to questioning.

[REDACTED] I expressly do not desire to have such a lawyer present with me during this interview.

[REDACTED] This acknowledgment and waiver of rights is made freely and voluntarily by me, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.

[REDACTED]
(member signature/date)

20170922

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

SNM did not wish to make a statement 20170922 [REDACTED]

ENCLOSURE(14)

ARTICLE 31 RIGHTS

Name: [REDACTED] Rank/Rate: [REDACTED]

Activity: _____ Unit: 9th ESB

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: N/A
and that:

[REDACTED] I have the right to remain silent.

[REDACTED] Any statements I do make may be used as evidence against me in trial by court-martial.

[REDACTED] I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both.

[REDACTED] I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview.

[REDACTED] I have the right to terminate this interview at any time.

WAIVER OF RIGHTS

[REDACTED] I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that:

[REDACTED] I expressly desire to waive my right to remain silent.

[REDACTED] I expressly desire to make a statement.

[REDACTED] I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to questioning.

[REDACTED] I expressly do not desire to have such a lawyer present with me during this interview.

[REDACTED] This acknowledgment and waiver of rights is made freely and voluntarily by me, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.

[REDACTED] 2017 0922

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

SAM did not wish to make a statement [REDACTED] 20170922

ENCLOSURE(15)

ARTICLE 31 RIGHTS

Name: [REDACTED] Rank/Rate: [REDACTED]

Activity: S-4 Unit: 9th ESB

Telephone number: _____

I have been advised that I may be suspected of the offense(s) of: Art 92 (Fraternization, Sexual Harassment) and that:

- ☐ I have the right to remain silent.
Any statements I do make may be used as evidence against me in trial by court-martial.
- ☐ I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both.
- ☐ I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview.
- ☐ I have the right to terminate this interview at any time.

WAIVER OF RIGHTS

- ☐ I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that:
 - ☐ I expressly desire to waive my right to remain silent.
 - ☐ I expressly desire to make a statement.
 - ☐ I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to questioning.
 - ☐ I expressly do not desire to have such a lawyer present with me during this interview.
 - ☐ This acknowledgment and waiver of rights is made freely and voluntarily by me, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.

[REDACTED] 20171207
date)

[REDACTED] 20171207
(Witness signature/date)

*S/M does not wish to main
rights at this time*

Understanding my rights under Article 31, UCMJ, I wish to make the following statement:

ENCLOSURE(16)

[REDACTED]

From: [REDACTED]
Sent: Tuesday, September 26, 2017 9:14 AM
To: [REDACTED]
Subject: RE: Birthdays for investigation

[REDACTED]

Let me know if you need anything else.

-----Original Message-----

From: [REDACTED]
Sent: Tuesday, September 26, 2017 9:02 AM
To: [REDACTED]
Subject: Birthdays for investigation

Taylor,

I need the birthdays of the following Marines for my investigation:
All Bulk Fuel Marines.
Thanks

[REDACTED]

V/R,

[REDACTED]
H&S Executive Officer
9th Engineer Support Battalion
CLR35, 3d MLG
Camp Hansen, Okinawa Japan
DSN: (315) 623-5012
cell: (090) 6549-4795
[REDACTED]

Taken from 20170729

BNCT

BN SGTMAJ

OOD

ADCO

DNCO

ADNCO

I CPL GIBSON HAVE ASSUMED ALL DUTIES AND RESPONSIBILITIES FOR BARRACKS 2445. I HAVE IN MY POSSESSION (1) DUTY LOGBOOK (2) DUTY BELTS (3) DUTY ARMBANDS

0800 DNCO TOURS BARRACKS

0900 ADNCO TOURS BARRACKS

1000 DNCO TOURS BARRACKS

1100 ADNCO TOURS BARRACKS

1200 OOD ON DECK

1300 DNCO TOURS BARRACKS

1600 DNCO TOURS BARRACKS

1800 ADNCO TOURS BARRACKS

2150 CYSGT SHERMAN (OOD) ARRIVES 1 (ME) ESCORTED BY CAMP GUARD TO BRKS 2445 DIE TO DRINK 3 DISORDERLY.

2258 SNM WAS TAKEN TO FOSTER MEDICAL DUE TO TRAUMA TO THE HEAD, TRANSPORTED VIA (PDV)

2300 ADNCO TOURS BARRACKS

2353 SSGT STAMSHUER ON DECK

0000 SSGT STAMSHUER OFF DECK

0130 DNCO TOURS BARRACKS

0330 DNCO TOURS BARRACKS

0530 DNCO TOURS BARRACKS

0730 I CPL GIBSON HAVE BEEN FORMALLY RELIEVED BY CPT FREEDMAN



BARRACKS DUTY ROSTER
JULY 2017



JANUARY		FEBRUARY		MARCH		APRIL		MAY		JUNE		JULY	

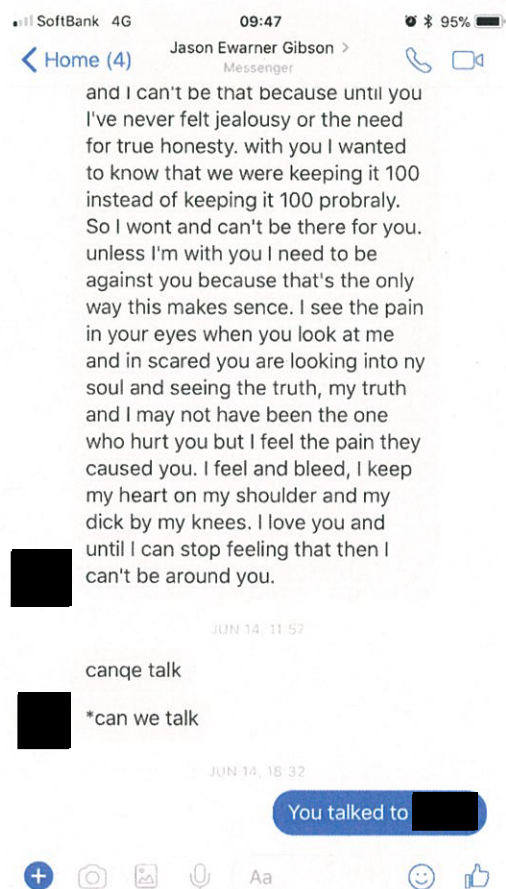
Text Message conversations between Sgt Gibson and [REDACTED] All screenshots were taken on [REDACTED] phone.

[REDACTED] messages are in grey on the left side and [REDACTED] messages are in blue on the right side

1. Conversation on 13 Jun 2017



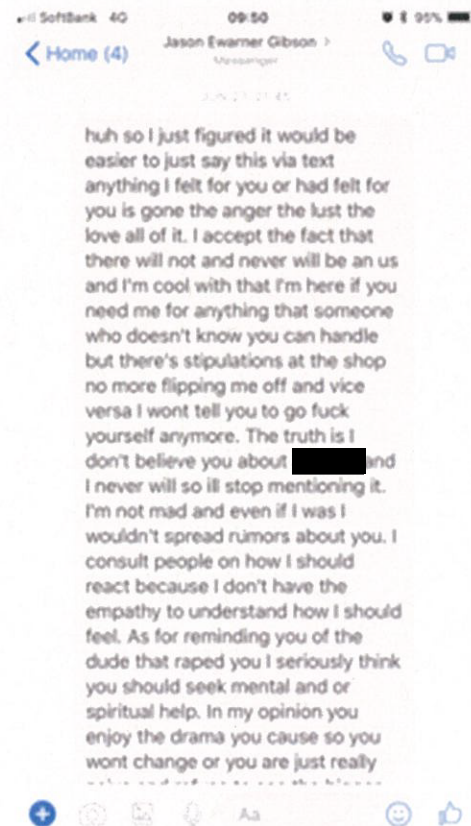
2. Continuation of conversation on 13 Jun 2017



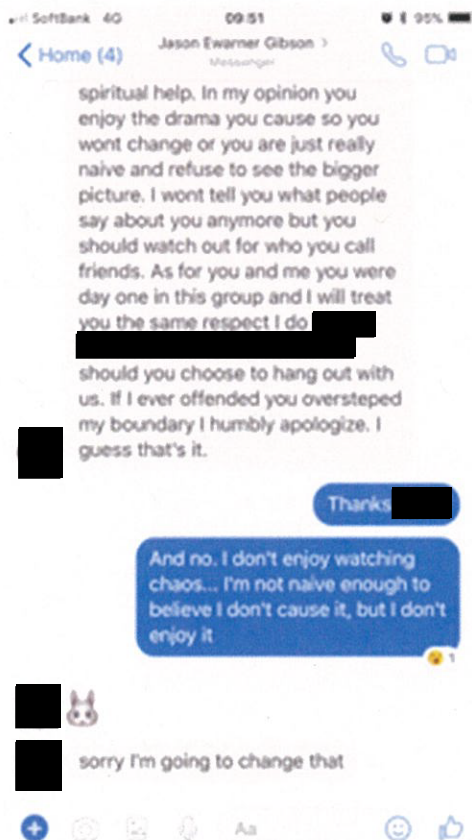
3. Conversation on 22 Jun 2017



4. Conversation on 27 Jun 2017



5. Continuation of conversation on 27 Jun 2017



BASIC INDIVIDUAL RECORD**CPL GIBSON, JASON E.**PRES RUC: **29100**Current as of: **2017-12-06**BILLET DESC: **BULK FUEL SPECIALIST**PRES COMPANY: **H**PRES PLT: **HQS4**

PRES WS:

**CONTRACT INFORMATION**EAS: **20190728**EOS: **20220619**

RESERVE ECC:

DATE OF ENL/ACCEPT:

AFADBD: **20140729**

DATE OF ORIG ENTRY:

LENGTH CURR ENL: **5 YRS**LENGTH CURR ENL: **00 MOS**LENGTH CURR EXT: **00 MONTHS**NO EXT CURR ENL: **00**TOTAL MONTHS EXT: **00 MONTHS**EFF DTE CURR EXT: **00000000**MONTHS LAST ENL EXT: **00**TIME LOST CURR ENL: **0000 Days**SOURCE OF INT ENTRY MIL SER: **C**SOURCE OF ENTRY: **ADBA**COMPONENT CODE: **11 USMC ENLISTED**ECC: **20190728** RESERVE COMPONENT CODE:**00000000** DATE ACCEPTED FIRST COMMISSION: **00000000****20140729** DOD TRNGRP:PEBD: **20140729** MANDATORY DRILL START: **00000000** END: **00000000****20140620** DATE OF BASIC ELIG: **00000000** MDP EXT MO: **00**PEF: **AJ AVIATION OPERATIONS**BONUS PEF: **Q1 \$1000 CRITICAL SKILL**

COLLEGE FUND PEF:

MGIB-SR STATUS:

ACTIVE DUTY MGIB STATUS: **5** OVEBP CODE: **3**DESIG MIL PILOT: **00000000**6 YEAR OBL START DATE: **00000000**

OCAN CODE:

OCAN EFF DATE: **00000000**POST 911 GIBILL ELIG BEGIN DT: **20141202**POST 911 GIBILL BENEFITS TR DT: **00000000**POST 911 GIBILL TR EDU BENE CD: **0**POST 911 GIBILL TR EDU OBL DT: **00000000****ENCLOSURE(21)**



SERVICE INFORMATION

PRES GRADE: **E4** DOR: **20170401** ACDU RUC: **29100** MCC: **1CQ**
SEL GRADE: DTE: **00000000** RESERVE RUC: MOB MCC:
FORMER RES RUC: FORMER RES MCC:
PROM RESTR STAT CD: **0** PROM RESTR TERM DTE: **00000000**
PME COMPLETE FLAG: **Y** 1TAD RUC: **00000** MCC:
PME COMPLETE EFFECTIVE DATE: **20170730** 2TAD RUC: **00000** MCC:
WORK STATION: **HAN**
BILLET DESCRIPTION: **BULK FUEL SPECIALIST**

PEN: **0206315M** ANNIVERSARY DATE: **00000000**
DCTB: **20160320** FAPRUC: **00000** RESERVE MCC:
DATE JOINED PRES UNIT: **20160322** FORMER RUC: **54078** FUTURE RUC:
DATE JOINED SMCR: **00000000** IND LOC CODE: **JP 392 5615 JAPAN**
RCLF REGION CODE: RCLF REGION ASSIGN DATE: **00000000**
RCLF REGION DESCRIPTION: RCLF COMPLETE FLAG:
GEO LOC CODE: **963** ROTATION TOUR DATE: **20180319**
GEO LOC DCTB: **00201603** OVERSEAS CONTROL DATE: **20091006**
COMBAT SERV CODE: LAST PHYS EXAM: **00000000**
LAST COMBAT TOUR: **0** PHA DATE: **00000000**
OFF REMOVAL DATE: **00000000**
RESERVE UNIT JOIN DATE: **00000000**
LAST SEP/DISCH DATE: **00000000**
REASON:
PMOS: **1391** ADMOS1: ADMOS6: ADMOS11:
BMOS: **1391** ADMOS2: ADMOS7: ADMOS12:
SMOS: **0000** ADMOS3:
JMOS: ADMOS4:
JMOS ED: **00000000** ADMOS5:
LAW ENFORCE/COUNTERINTEL ID: ADMOS10:
ISSUE DATE: **00000000**

ENCLOSURE(21)



PERSONAL INFORMATION

DATE OF BIRTH: **19960329**
CITIZENSHIP: **CA**
BLOOD TYPE: **8 O POS**
SEX: **M**
RACE AGG CODE: **8**
POPULATION GROUP: **INVALID**
ETHNIC CODE: **P EUROPEAN/ANGLO**
RELIGION: **ZB AGNOSTIC**
DNA DATE: **20140729** HIV-TESTED: **000000**
GOOD CONDUCT MEDAL DATE: **20170729**
ARMED FORCES RESERVE MEDAL DATE: **00000000**
HOME TELEPHONE NUMBER: **973-588-7210**
CELL PHONE NUMBER: **973-588-7210**
SECONDARY PHONE NUMBER: **973-588-7210**
WORK TELEPHONE NUMBER: **973-588-7210-X973**
WORK DSN PHONE NUMBER PREFIX: **973**
MAILING ADDRESS: **38 CONEY RD**
LITTLE FALLS NJ 74240000
ADDRESS VALIDATION: **J**
PHYSICAL ADDRESS: **38 CONEY RD**
LITTLE FALLS NJ 074240000
WORK EMAIL: **JASON.E.GIBSON@USMC.MIL**
WORK EMAIL DATE: **20170809**
PERSONAL EMAIL: **GIBSON14JASON@GMAIL.COM**
PERSONAL EMAIL DATE: **20150514**
SECONDARY EMAIL:

HOME OF RECORD: **31 34 1725 NJ PASSAIC**
HOME OF RECORD ZIP CODE: **074240000**
COUNTRY OF ORIGIN: **US**
CIVILIAN ED LEVEL: **12 12TH GRADE**
CERT: **L HS DIPL** MAJOR: **AA H.S. ACADEMIC -**
RACE CODE: **C BLACK OR AFRICAN AMERICAN**

SMCR MEDAL DATE: **00000000**



RECORD INFORMATION

RECORD STATUS: **4 ACTIVE AND ON ORDERS**
DISPUTED DATE: **00000000**
LAST SCREENING: **20160323**
SCREENING RESULT: **Z ANNUAL SCREENING COMPL FOR ACDU ONLY**
BAH DEPN CERTIFICATION DT: **20170222**

RESERVE RECORD STATUS:
DISPUTED DATA:
REASON: **2 ANNUAL SCREEN QUEST**



DEPENDENT INFORMATION

MARITAL STATUS: **S SINGLE**
DEPN CERT CODE: **NONE**
DEPN GEO LOC CODE:
SERVICE SPOUSE CODE:
SERVICE SPOUSE DATE: **00000000**

TOTAL NUMBER DEPENDENTS: **0**
DATE DEPN LOC BEGAN: **00000000**
CUSTODY STATUS CODE:
FAM CARE PLAN VAL DT: **00000000**

No Dependent Information on File.

ENCLOSURE(21)



BILLET IDENTIFICATION

FUTURE BILLET IDENT CODE: **A0000000000**
ASSIGNED BILLET IDENT CODE: **A0000000000**
PRESENT BILLET IDENT CODE: **M2910300360**
RESERVE BILLET IDENT CODE:
FAP BILLET IDENT CODE:
FORMER BILLET IDENT CODE:



DUTY STATUS INFORMATION

DUTY STATUS: **C/ADMINISTRATIVE STATUS**
DUTY LIMIT: **E/ADMIN (NON DEPLOY)**
DUTY LIMIT ED: **20171003**
STR CAT: **0/ON DUTY W/BILLET THAT SERVES COMMAND MSN**
STR CAT ED: **20170621**
COMBAT CAS:
COMBAT CAS ED: **00000000**



RETIREMENT INFORMATION

DATE 1ST ELIG RET (RES): **00000000**
RET/FMCR DATE: **00000000**
RET/FMCR FLAG:
RET/FMCR STAT:



CG/CO/OIC Information

No CG/CO/OIC Information on File.

Certification

I CERTIFY THAT MY ELIGIBILITY TO BASIC ALLOWANCE FOR HOUSING HAS/HAS NOT CHANGED SINCE MY LAST CERTIFICATION/UPDATE:
SIGNATURE: _____ DATE: _____ DEPN ZIP IF APPLICABLE: _____

BIR CERTIFICATION SIGNATURE REQUIRED FOR BOTH ACTIVE DUTY AND RESERVE MARINES.

MARINE: _____ DATE: _____ AUDITOR: _____ UD NUM: _____

ENCLOSURE(21)